

Between The Lines



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Special Interest Articles:

- Winds of Change
- NNSA of the Future

Individual Highlights:

Veterans	3
OTS Takes Gold	3
AL Educational Outreach Programs	4
Counter-intelligence	5
Recycle NM	6

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Winds of Change



Jim Hirahara

Service Center Director Jim Hirahara and members of the newly appointed Leadership Management Team blew into Albuquerque Nov. 13th to talk to employees and answer questions. It was the first overview employees have received about the new organization.

In his matter-of-fact style, Hirahara said the Leadership Team would share what they know as soon as possible with employees so they won't be left in the dark.



Ken Powers

Service Center Deputy Director Ken Powers said it's a big job with a lot of challenges. He echoed Hirahara's promise to have frequent dialogue with employees.

Hirahara laid out his leadership philosophy critical for standing up the Service Center Organization.

"We are going to be a big,



AL employees crowd into one of three sessions about the Service Center Organization

spread out organization," he said. "Having team work in that environment is going to be hard to achieve, but will be critical." Even though the 600 to 700-employee organization will be spread out, it will have a single organizational structure; not an Oakland team, an Albuquerque team and a Nevada team, but a Service Center Team.

Hirahara advocates setting performance goals and measuring results. "We each will have to determine how we set goals, achieve those goals and measure results," he said.

We need to respect and value different ideas he continued. Employees should be allowed to let the "maverick" in them come out and contribute to the organization through their ideas. We also need to have respect for self and each other -- important components to teamwork.

We have a highly diverse workforce that constantly changes, Hirahara said.

"We have a mish mash of processes and practices people follow. We need to move toward more commonality." He said the organization must set standards to pass on to the next generation of employees so we don't leave an organization behind that doesn't know how to do business.



His open and candid communication philosophy: bring both good and bad news to the attention of management, but there is a hitch. "I don't mind bad news, but don't just dump it in my lap," he said. "Come and tell me what we can do about it."

(Continued Pg 2 Winds of Change)



Hirahara explains his leadership philosophy and the service center organization

Winds of Change

"These (philosophies) will be refined and I would like to transform them into a set of values we can have," Hirahara said.

He reiterated there is no decision on the final location of the Service Center(s). He said the organization structure needs to be flexible to begin with to accommodate everyone where they are right

now, and what happens next is still being worked on. He would like the to have more control of the final decisions rather than leave them to NNSA HQ.

In the short term the Leadership Team will be working on a vision and operational philosophy, clarifying a mission, detailed design for the service center structure, developing plans for selecting next level managers,

and finalizing an organizational plan making sure nobody is missed or left behind.

NNSA is looking at a Dec. 1st timeframe for having a Service Center reorganization package signed by Acting NNSA Administrator Linton Brooks. Hirahara would like to hold another round of employee meetings before Dec. 15th. ♦

NNSA of the Future



On the heels of the new Service Center Management Team visit, Acting NNSA Administrator Linton Brooks visited AL to talk about his vision for the future organization.

"I want to stop using the term *reengineering*," Brooks

said, "because it doesn't capture what we are trying to do."

Books said we are going to have a more streamlined organization with increased responsibility and empowerment for the site offices. He said we are going to redefine the relationship between federal and contractor employees. "I don't think of this as reduced oversight but as more effective oversight," he stated.

"The NNSA of the future will be crucially dependent on

the quality of the federal workforce," Brooks said. Personnel reductions that take place over the next two years will be handled through normal attrition and other incentives, he said.

The organizational relationship is being put in place immediately and the physical consolidation will take place over the next two years. The new structure will consolidate offices by the new divisions in a single location.

"I'm still wrestling with the question of how many Service Center locations we will need in the future," he said.

"Some number of people's jobs will be moving. We will begin with voluntary moves and then directive reassignments if necessary," Brooks said.

Brooks said the biggest challenge he sees is the change of the DOE Culture. But he believes this is a winning formula for the future.

"We have targeted December 16th as the day we stand up the new organization, comprising three units: Headquarters, Site Offices, and the integrated Service Center organization. ♦

Behind the Lines with John Arthur



AL Manager John Arthur has departed for a new set of challenges directing activities at the Yucca Mountain Project.

I sat down with him during his final week, as the **"Last"** AL manager to reflect upon his time at

AL. Here's what he said

"We have always taken pride in the work we do. By we I mean all of us at AL. We have great people who clearly recognize and understand the importance of what we do and I hope they have had fun and enjoyed their jobs, because I did.

"We are going through some very major changes – dramatic changes! It will work with employee commitment and management communication. We, the managers and supervisors, made a lot of improvement in communication by walking the talk.

"We have made a lot of major accomplishments and met all the many peg points our customers required.

"I look forward to my work at Yucca Mountain. The timing is perfect, a manager's dream. I will be leading them through some exciting times and changes." ♦



"You all made my job easy. I thank you for your work and support through the years."

Veterans – Camaraderie Through the Ages



Larry Kirkman

"The defense of our country is dependent upon those individuals who are willing to put themselves in harms way," AL's Larry Kirkman told the crowd gathered for a ceremony honoring veterans Nov 7th. "We should be proud of all our veterans those who have served and come in harms way and have sacrificed so we can live the life we do; and those who have volunteered to be on the ready to serve to protect our country and values." ♦



AL Veterans (right) wait for the Color Guard carrying the Flag to pass by during the AL Veterans Day Event



"Our proud veterans have helped shape the American character. They have given us an extraordinary legacy of patriotism and honor, and their service represents the highest form of citizenship." President Bush at the White House Veterans Day Ceremony



David Blake (left) Tim Harmeson (center) and Curtis Chambellan stand at attention as the Color Guard raises the flag



AL Veteran Phillip Tsosie watches as the flag is raised



OTS Takes Gold At Defender Challenge



The Office of Transportation Safeguards team took the gold in the handgun competition and brought home the Coleman Cup from the highly competitive Defender Challenge held Oct. 21-24, at Lackland AFB in San Antonio, TX.

Ten teams competed in this year's Defender

Challenge, including Air Force major commands, the United Kingdom's Royal Air Force Regiment and the U.S. Department of Energy. Each team was limited to two weeks of practice before the competition. Teams consisted of eight primary members and a team captain/alternate.

The OTS Team consisted of agents representing all three sections: Pantex, Oak Ridge and Albuquerque. The team performed well, overcoming continuous obstacles.

The Competition consisted of three events: Combat Weapons tactical

night live fire, Handgun live fire/high stress targets and the Sadler Cup instrumented tactical exercise.

The competition brought together the best defenders, put the best hardware in their hands, set them in realistic scenarios, captured performance data, resulting in a better future defense force.

The USAF Air Mobility Command security forces claimed competition bragging rights by winning the coveted Sadler Cup tactical exercise, the "crown jewel" event of the Defender Challenge. ♦



The OTS team -- Wearing their gold medals and showing off the Coleman Cup Trophy

L-R Standing: Team Captain Robert McLaughlin, Federal Agents Kelly Balmores, Justin Brown, Mike Grimm, Joel Rodriguez

Kneeling: John Deloney, Frank Tagle, Dan Bilodeau, Donnie Bloucher,

MESA Fall Design Competition



Students find out the rules of the game

A team of students works on a model.



The annual New Mexico Mathematics, Engineering, Science Achievement (MESA) "Central Region Fall Design Competition" was held Nov. 16th at Highland High School in Albuquerque, NM.

The competition challenges students in problem solving, critical thinking and teamwork. Students from Middle and High Schools in Albuquerque, Belen and Los Lunas competed

against one another for individual as well as overall school awards. This year's competition attracted 530 student participants. Overall school winners were Wilson Middle School and Highland High School of Albuquerque.

Each year AL employees volunteer to judge the competition. They go through a short training seminar then onto the floor where the action takes place. ♦

The MESA program promotes educational enrichment to students from ethnic groups historically underrepresented in mathematics, engineering, science, and related fields.



AL Judge's Steve Goodrum and Isaac Valdez check a team's model

AL Join-A-School Helps Students



Jackson Middle School Class and tutors Carolyn Holloway (rear blue sweater) and Nathan Morely

The AL Join-A-School (JAS) program is in its 13th year. Its partnership agreement with

AL and the Office of Kirtland Site Operations include employees serving as tutors at Jackson Middle School. The tutors have a positive influence on the students.

Tutors assist students with basic math, science, reading and grammar. The need for tutors constantly surpasses the number that volunteer. Tutors are trying a new concept this year, assisting a number of students each day instead on a one-to-one basis.

Employees are sometimes

apprehensive about becoming tutors, thinking they have little to offer students. However, any time spent with the students is rewarding and beneficial to both. Teacher sponsors or other tutors are always available if there are questions.

In addition to tutoring, the JAS Committee arranges for science fair judges and speakers. The Committee also holds an annual used book sale with proceeds going to student incentives, new library books and end-of-

semester parties.

If you are interested in becoming a JAS tutor or committee member, please contact Tami Moore at 845-5264. It is a great way to get involved with your community. ♦



Nathan Morley lends a hand

Positive Role Models



Corliss Johnson works with two students. "I enjoy listening to them read and seeing the progress."



Robert Ebberhart reads with a student. "I am trying to make a difference. I know the importance of being able to read early in life."

Every Wednesday several AL employees go back to school to give back a little of themselves in hopes of making a difference in the future for the children they work with.

"The children love it," said teacher Heather McNeil about the AL Adopt-A-Class assistants. "Having people come into the class is great. The more adults we have the better the children will be at reading"

The Lowell Elementary School Adopt-A-Class program, sponsored by the Black Employment Program, is in its eighth year and has 14 AL employees enhancing student's interest in learning.

AL employees contribute their time and knowledge to help make learning a fun and positive experience by making presentations, tutoring,

mentoring, supporting school activities, and serving as positive role models for the students. ♦



Debbie Espinosa helps a student get past a tough word. "It's really fun watching them learn – seeing their eyes light up."

Counterintelligence – Preventing Subversion and Sabotage

Walk through the vault door and you enter the new AL Office of Defense Nuclear Counter-intelligence.



Senior Counterintelligence Officer (CI) Leo Fisher and his staff of highly trained specialists preside over a region encompassing all the AL sites, plants and labs, the Carlsbad Area Office and other assets in states neighboring New Mexico.

CI Officers Nicholas Karnezis and Randy Scott assist Fisher in conducting training and briefings to AL Federal and contract employees as well as

supporting a variety of new cyber initiatives. Each Monday, newcomers to AL are told about the security requirements as well as the possible espionage and international terrorism threats they may encounter during their tenure. These three CI Officers also provide briefings and debriefings to travelers and persons who come into contact with sensitive country foreign nationals. The CI team will be happy to come to your office and brief you regarding any foreign travel you may be taking or on any CI issues.

Assisting Leo, Nick and Randy are Margaret Todd and Jimmy Lister who handle reviews of personnel security files and keep everything running smoothly.



CI Office Staff: Standing L-R, Leo P. Fisher - Nicholas J. Karnezis - Randy D. Scott. Seated Margaret A. Todd - Bonnie Montgomery - Jimmy K. Lister

Bonnie Montgomery is the classified documents custodian and Office Manager. Fisher says it is nice to finally have the staff necessary to provide AL with a good CI program. He would like to add a CI analyst and a cyber specialist to his staff in the future -- much needed in this age of cyber living.

In addition to all the AL CI work, the office supports and provides intelligence information reporting to other intelligence agencies

For the past several years, the CI Office was located in a 30 square foot room. Recently they moved into a newly designed 1700 square foot space consisting of eight offices and a conference room. Over eighty people came to view the newly constructed offices during an Open House held October 24th.

Visit the CI Website at <http://www.al.gov/ci/index.htm> for updated CI information. ♦

Star Status to Kansas City Plant



Brooks (center) and NNSA's Anson Franklin (front) see some of Kansas City Plant's advanced capabilities

NNSA's Kansas City Plant displayed some advanced manufacturing capabilities for Acting Administrator Linton Brooks' visit Oct. 22, but it's most impressive display was its award for the facility's safety record.

The Kansas City Plant achieved Voluntary Protection Program (VPP) Star Status for the third time, and Brooks was on hand to deliver the flag and plaque that recognized the achievement.

"This is a big deal for a lot of reasons," he said. "Not only have you earned the VPP certification, but more so because this is the third time. I have found that when people work together from top to bottom to accomplish something, they can accomplish anything."

"Associate involvement is a huge part of successful certification," steering

committee member Scott White said. "We had tremendous cooperation from both union and management. Everyone came together and created a safer operation through this process."

For more than a year, the VPP Steering Committee delivered safety training and communications to more than 3,100 Kansas City Plant associates then successfully completed a rigorous audit by DOE officials to earn Star Status.

"Having him present the VPP flag and plaque to the steering committee as well as associates of the Kansas City Plant

strengthened the message that this program is important to the NNSA," Beth Sellers, director of the Office of Kansas City Site Operations (OKCSO) said.



Brooks' visit to the facility included a presentation to all associates working for OKCSO, in addition to taking a first-hand look at the manufacturing capabilities inside the facility. ♦



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Milestones

Years of Service

November 2002

Albuquerque Operations Office:

**Craig M. Hodge-OTS (20),
Ricky L. Pierson-WSD (20),
Steven Hamp-NTPA (25),
Keith A. Peterson-OCP
(25), James J. Szenasi-
OCR (25), Stanley P.
Whisenhunt-OTS (25),
Daniel E. Dominguez-OTS
(30), Perrie T. Wolford-OCC
(30)**

Office of Los Alamos Site Operations:

E. Dennis Martinez (25)



**AL's
Ashok
Kapoor
and
Brenda
Crane
rebox
items**

Combined Federal Campaign a Success



AL 's 2002 Combined Federal Campaign, "Making a Difference – One Heart at a Time," ran through Nov. 8th.

The AL campaign highlight was a CFC breakfast at the Coronado Club on Nov. 6th. The free breakfast is a way of thanking campaign contributors and also gives others an opportunity to consider making a pledge.



Approximately 130 employees were served breakfast by AL's Senior Managers.

This year, Southwest Airlines donated two SW Airline Tickets to the CFC, in which AL participates. Individuals who pledged 10% more than their 2001 pledge were eligible to participate in a drawing for

the tickets. An Air Traffic Controller from the FAA won the drawing.

As of Nov. 6th, AL employees had pledged \$125,395 to various charitable organizations. This represents a 4% increase over last year's donations.

Garver Faulhaber, AL's 2002 Campaign Manager extends his heartfelt thanks and appreciation to our employees and volunteers who helped make this campaign a success. ♦

Recycle New Mexico

Each November 15th the United States, along with many other nations, celebrate a "National Recycling Day".

Throughout the month of November towns all over the country held activities relating to the benefits of recycling.

The DOE, New Mexico Environmental Department, Keep New Mexico Beautiful, and New Mexico Recycling Coalition sponsored the New Mexico event.

Albuquerque's celebration, with exhibits, displays and activities, was held Nov. 9th at the Cottonwood Mall. Drawings were held for items made of recycled



material and some lucky winners received a \$25 savings bond. A hula-hoop contest, fashion show, and lucky draw from the raffle entries were some of this year's activities.



High School students from around the state participated in a recycling essay contest. Waste Education Research Consortium and DOE are sponsors of this annual event.



NNSA's Harish Sharma (above in brown coat) is the Vice President and an Executive Board Member of Keep New Mexico Beautiful. He also manages the essay contest an event he suggested. ♦

AL Folks Help Stamp Out Hunger

Each year AL employees volunteer to help with the Letter Carriers' Food Drive.

The food collected by Postal Service employees is brought to collection centers and sorted and



**AL employees and a local
Girl Scout troop help out**

taken to the Road Runner Food Bank in Albuquerque where it is distributed to those in need.

AL employees help unload the food from the letter carrier's trucks, box it and load it onto Roadrunner trucks. ♦